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AGENCY RETIREMENT POLICY RATIONALE

As a suggestion the rationale paper might be structured along the following lines:

1. A statement of Agency organizational objectives with reference to the National Security Act of 1947 and as set forth in of the regulations.
2. The CIA Act of 1949 together with pertinent excerpts enacted to enable the Agency to carry out its mission.
3. Cite Agency programs to carry out our stated mission. First we have developed a career officer corps of talented, professional officers to serve the Agency mission.

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- a. To provide for this corps we have established a most exacting security clearance program for our personnel--cite pertinent principles of the Security program.
- b. Strict Medical qualifications for EOD and/or continued fitness for duty.
- c. Brief statement in the training program for the professional training of our officers.
- d. Establishment of career programs for the organized development of our officer corps for duty assignments, rotation, training,

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development, etc. Cite the requirement that each career employee must sign a statement of his willingness to serve anywhere, any time as the Agency may direct. Add also a statement of the high discipline in the organization and the strict application of these requirements.

e. A short wrap-up sentence that with each overseas assignment there is a Security approval, Medical approval, etc.

Cite also senior executive program of medical examination.

3. A short statement that the Agency must maintain a flexible, readily deployable work force for rotation from Headquarters to overseas duty, for special project duty, etc. and rotation back to Headquarters. Individuals must be in good health, active, experienced, trained, etc. to meet any assignment requirement. Agency program changes require also the diversion, the re-location and re-assignment of personnel from one activity, component or program to another to meet new program demands and accordingly no professional employee has a vested and secure interest in any single job and physical location. Additionally cite the fact that in order to maintain the flexibility for rotation the Headquarters staffing must be on the basis of a deployable force and cannot be limited by personnel who are not rotatable by virtue of personal desire, medical inflexibilities, security limitations arising from cover inconsistencies or personal involvements.

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4. The rigors of Agency assignments both overseas and domestic require an active, physically able, mentally stable work force capable of serving anywhere at any time, etc.
5. In order to achieve these objectives it is the Agency policy position that retirement at age 60 thus serves the interests of the Agency and the individual and that continued service beyond that date could serve to provide an inflexibility both to the Agency and the individual with resulting restraints on the attainment of Agency mission objectives and hazards to the individuals concerned.
6. Cite the Agency Retirement Act and its basic provisions. Cite the Civil Service Act and the fact that the Agency population retirement program falls within these two acts. Then cite some of the legal position set forth by OGC in the case and the exemption of the Agency from jurisdiction under the Classification Act, the Civil Service Commission, the Veterans Preference Act, etc.
7. The foregoing should be developed in a short, concise fashion eliminating details but serving to establish principles and specific programs in support of those principles. It should be kept in mind that this paper on retirement rationale can very well end up in a court action and should be very concisely and clearly stated and at the same time not open a number of doors not germane to this issue.

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TRANSMITTAL SLIP		DATE 16 JAN 1968
TO: Director of Personnel		
ROOM NO. 5 E-56	BUILDING Headquarters	
REMARKS:		
<p>Per our conversation of yesterday attached is a suggested outline for the paper on retirement policy rationale.</p> <p>SIGNED R. L. Bannerman</p> <p>R. L. Bannerman</p>		
FROM: Deputy Director for Support		
ROOM NO. 7 D-26	BUILDING Headquarters	EXTENSION 5454
FORM NO. 241 1 FEB 68		REPLACES FORM 36-8 WHICH MAY BE USED.

DD/S:RLB:ksd (16 Jan 68)

Distribution:

- Orig - Adse w/3ccy draft on Agency Retirement Policy Rationale *(BY HAND - KATAY)*
- 1 - DD/S Subject w/O att
- 1 - DD/S Chrono